

Human Rights Policy

Version	Status	Effective Date
2.0		
Author	Reviewer	Approver
HRBP Head - Cabling Solutions	CHRO	CHRO

Version	Effective Date	Approver	Remarks
2.0		CHRO	§ Implementation & Governance § Reporting of Violation or Complaints
1.0	18-01-18	CHRO	

Sterlite Technologies Ltd. (STL) with its core purpose of Transforming Everyday Living by Delivering Smarter Networks truly believes that our people play a pivotal role in transforming the lives of the human kind by enabling telecommunication networks and supporting the major sectors of the society such as healthcare, education, agriculture, governance, etc.

Respect for human rights is about treating everyone equally and with respect and dignity. For STL, it is also about leading with our values and empowering people to be who they want to be.

At STL, we are committed to respecting fundamental human rights of all people across our value chain – in our own operations, across our supply chains and in the communities where we operate.

International human rights standards

STL's commitment reflects those human rights defined in the International Bill of Human Rights and International Labour Organization's Declaration on Fundamental Principles and Rights at Work. Our approach to human rights is based on UN Guiding Principles on Business and Human Rights as informed by the OECD Guidelines for Multinational Enterprises and are a signatory to the United Nations Global Compact. In addition, we also comply with national law and respect internationally recognized human rights wherever we operate.

AB

In line with this objective, STL and its subsidiaries will adhere to the following:

Labour Standards: To be compliant with labour standards including hours, conditions, wages and overtime pay practices that are in compliance with the laws of the jurisdiction we operate in. To uphold human rights aligned with national and international regulations applicable.

Wages & Benefits: To compensate employees fairly and also provide them with opportunities to improve their skills and capabilities. The remuneration structure to be compliant with the statutory norms of the jurisdiction we operate in.

Health & Safety: To provide a safe & healthy working environment in all our operations and office locations irrespective of employee size/function. To respect the right to health for all people and work towards expanding access to healthcare.

Freedom of Association: To recognize and respect employee rights to associate freely and collective bargaining. To promote fair working conditions as guided by international conventions wherever applicable.

Forced & Child Labour: To be compliant with labour standards and run our operations based on zero tolerance for any form of forced, compulsory or child labour directly or through contracted labour.

Diversity & Equal Opportunities: To be an equal opportunity employer and treat all employees with respect and dignity and ensure they are judged solely basis their performance in their respective roles. STL does not encourage or promote discrimination at workplace and treat all employees as equal irrespective of their race, religion, caste, gender, age, disability, HIV/AIDS status, and any other characteristics.

Communities: Respect and preserve the culture and heritage of the local communities including socially vulnerable groups which are impacted by our operations and work towards developing a constructive relationship with these groups and local communities, seeking broad-based support for our operations. To respect social, economic, cultural and human rights of communities and regularly communicate social performance in an accurate, transparent and timely manner.

Privacy: To respect individual privacy expectations and protect personal information that we collect, use and disclose in connection with our business.

Customers & Partners: To take into consideration the economic, social, geographical and cultural diversity of our customers as we develop and market our products & services. To expect appropriate standards of conduct and respect for human rights, consistent with our own, from our suppliers, contractors, vendors and partners.

Non-Discrimination: We will not discriminate in employment, contracting, wages, promotion, working conditions or any other opportunity based on race, colour, gender, age, religion, ethnicity, national origin, ancestry, sexual orientation, marital status, disability, or any other legally protected characteristic subject to compliance with the applicable law. We

AB



recognize and uphold inherent dignity of every individual, ensuring equality and upholding the inherent, universal, indivisible and interdependent nature of human rights.

Implementation & Governance

The Human Rights Policy Statement consolidates our existing commitments and brings increased clarity to our processes and procedures. Its principles are implemented across our operations and value chain and are periodically reviewed and revised to ensure the robustness of the policy. The responsibility for implementation of this policy has been delegated to Senior Operational Executives that report to our CEO, while the Head of Sustainability and Head of Corporate Governance oversee the overall implementation and report on progress and impact to the Board of Directors and Executive Leadership team on a regular basis.

The Human Rights Policy is made available to stakeholders internally and externally. Our performance and impact on human rights is communicated and reported transparently through various channels, including our Sustainability Report and these principles have also been kept as an integral part while defining our Code of Business Conduct & Ethics.

We encourage our stakeholders to report any concern, violation or complaint in regards to the implementation or violation of the policy to

Web-based Portal: www.vedanta.ethicspoint.com

Toll-Free number: 000 800 100 1681

Email: stl.whistleblower@sterlite.com

Mailing address:

Group Head – Management Assurance,

Vedanta House, 75 Nehru Road, Vile Parle (E), Mumbai 400 099

Tel No. +91- 22 – 6646 1000, Fax No. +91- 22 – 6646 1450

Approved by:

Anjali

Anjali Byce

Chief Human Resources Office